

****ATTENTION****

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Wildlife Action Agenda

A Report to the Legislature and Citizens
from the
Washington Wildlife Commission
October 1, 1988

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Wildlife Action Agenda

To the Residents of Washington:

This report marks a major milestone in the management of Washington wildlife. It culminates a year of review and research by the Washington Wildlife Commission. During 1988 we interviewed scores of experts, talked with citizens in public workshops across the state, reviewed responses to a comprehensive telephone survey, and studied how other states address the future of wildlife. What we learned serves as our inspiration for the future and the foundation for our recommendations.

Our studies lead to an unmistakable conclusion: to accomplish our mission to preserve wildlife, aggressive and innovative action is needed now, before it's too late. Wildlife is the sentinel of our future, foreshadowing the state of our environment. The hallmark of our plan is ACTION for the enhancement of wildlife and our environment.

The Commission is the primary link between the citizens of Washington and the Department of Wildlife. The Commission's policies, goals and objectives provide direction for the agency. We will work as partners with the director and agency, and will ensure that the agency's programs meet these goals and objectives effectively and efficiently.

We envision broadening our scope beyond the mandates "to preserve, protect and perpetuate wildlife" and "to provide maximum wildlife-related recreation." We will work toward making wildlife a part of the lives of all of Washington's citizens and visitors. We will ensure wildlife recreational opportunities for city dwellers and suburbanites, while continuing to enhance traditional activities such as fishing and hunting. To accomplish this, we must reverse the trend of diminishing wildlife populations and vanishing habitats.

To meet these goals, the Commission will build partnerships with private individuals and organizations from all interest areas, and with other government agencies, business and industry.

The WILDLIFE ACTION AGENDA requires sufficient and stable funding. Existing programs must be reviewed for effectiveness, but we cannot stem a century of habitat loss in a climate of declining revenues. License fees alone cannot support the full range of activities needed.

But funding must also be equitable. The general public benefits from wildlife and must share responsibility for its ongoing support. The Commission and the Department will increase direct benefits to the public and will assure that our citizens' investment in the future will pay off.

The WILDLIFE ACTION AGENDA is a major effort, and one that can only be accomplished by using all wildlife-related resources in the state to maximum benefit. We invite all Washington residents to join us in working for the benefit of wildlife and its habitat and increasing everyone's enjoyment of this resource.

The Washington Wildlife Commission

Dr. James M. Walton, Port Angeles, Chairman

Norman F. Richardson, Yakima, Vice-Chairman

Dennis Barci, Everett

Terry Karro, Twisp

John McGlenn, Bellevue

Nat Washington, Ephrata

Introduction: The Future of Washington's Wildlife

Washington residents value our state's wildlife resource. Our daily lives are enriched by the knowledge that our urban areas have song birds, our lakes support fish, and wild animals flourish only a few minutes' drive from city centers.

This valuable resource, however, faces many dangers. Its habitat is threatened by the growth and spread of urban areas. Industrial and agricultural practices also shake the stability of wildlife. Seemingly small impacts reverberate through delicately balanced ecosystems, permanently altering their ability to support certain species. We must improve our ability to anticipate and avert these losses. We lack comprehensive knowledge of habitat trends — information which could have significant implications for land use decisions. Conflicts between jurisdictions and duplication of services hinder effective management.

For more than fifty years, the programs and services of the Washington Department of Wildlife have been supported largely by license fees collected from hunters and anglers. We now seek to broaden our funding base, so that all Washington citizens support the programs necessary for the health and prosperity of the wildlife resource that all enjoy.

The future of Washington's wildlife—its health, protection, and recreational value—depends upon the vision of today's managers and advocates. Innovative approaches, strong and effective programs, and improved working relationships are needed. Such actions require strong, effective leadership. This report provides a "vision" for us all to strive toward, and ACTION we need to take now to achieve that vision.

Vision

The Washington Wildlife Commission has a vision. Our state's wildlife is a resource for all of Washington's citizens and visitors. This resource must be encouraged to flourish and prosper in quality habitats throughout the state. The state of our wildlife is a sentinel, a warning to us of the condition of our environment. Its value must become pervasive, so everyone will come to appreciate its importance to our quality of life.

To achieve this vision, Washington wildlife must be:

- healthy, secure, and accessible for a diverse range of recreational activities
- elevated to a higher level of importance in land use decisions
- supported financially at a basic level by all of the citizens of the state.

Innovation

Innovation in wildlife management should not be limited to the biological sciences and ecosystem management. Innovations must also occur in public policy and financial support. Public and private landowners and the Department must seek new and innovative solutions to management problems and damage compensation. An increased focus on education and volunteer services will bring new and exciting programs forward. The responsibility should be shared by all citizens, with additional responsibilities for those who actively participate in wildlife activities. We cannot afford to rely on strategies from the past.

Innovations are to be found in:

- habitat management programs
- emerging nonconsumptive recreation activities such as wildlife photography, tracking and animal observation
- funding alternatives ranging from general tax support to harvest fees.

...if one advances confidently in the direction of his dreams, ...if you have built castles in the air, your work need not be lost; that is where they should be. Now put the foundation under them.

— Henry David Thoreau

Strong and Effective Programs

The future of wildlife in this state requires programs which create cooperation between landowners and recreational users, government and private sectors, and urban and rural areas. Public policy must build unity among all constituencies. Management plans must be cost effective, focusing on the greatest needs. Our education programs must speak to the fundamentals of outdoor ethics and responsibility, and call on the expertise of other government agencies and private organizations.

For effective programs, we must:

- focus on Commission and Department priorities
- offer cost effective solutions
- achieve cooperation and coordination among different interest groups
- have clear and measurable goals.

Improved Working Relationships

Today's wildlife policies have too little influence on the state's natural resource agenda. The value of wild animals and their habitats is frequently not considered, or is viewed as secondary, in land use questions. The protection of wildlife must be bonded with the protection of habitat, and relationships with legislators, agencies, landowners, sportsmen, and activists must be strengthened. Coordinated efforts among these groups must be the norm, not the exception. In addition, we must reach out to develop a relationship with Washington residents, convincing each person of his or her own individual responsibility to protect our environment and our wildlife.

To insure an improved working relationship we must:

- elevate the role of wildlife policy to be a major influence on the state's natural resource priorities
- coordinate habitat protection and development programs
- develop a common vision for the future.

Wildlife Action

In this report the Washington Wildlife Commission presents specific action steps to address the needs of wildlife at the public policy level. The report begins with a review of the extensive research and public involvement process that went into the development of the action steps. This is followed by a discussion of the major issues identified and the action steps addressing them, and the Commission's funding plan. A review of important trends affecting our state and the current status of wildlife populations and a summary of the research findings close the report.

Research and Planning Process

To fulfill its mandate and responsibilities more effectively, the Wildlife Commission began in 1987 to systematically plan for the future of wildlife in Washington.

The Commission's objective was a new, broader look at wildlife concerns, bringing all constituencies into the discussion.

The Commission's first step was to develop policies, goals, and objectives. These are now in draft form, and will be distributed for public review. This draft served as a guideline for the actions in this plan. Their ultimate purpose is to be the guide for the Wildlife Department's activities and the objectives by which department progress will be measured annually.

To reach out most effectively, the Commission hired a consultant to coordinate the data gathering and planning process. Hall & Associates, a Seattle community relations and planning firm, was selected after a competitive process, and began work in April 1988.

The Commission outlined a four-part process for collecting the information to consider in the plan. The major activities were a statewide 1,000 interview random-sample telephone survey, in-depth interviews with opinion leaders from groups involved with wildlife issues, interviews with Department staff at all levels both in Olympia and in each region, and six public workshops throughout the state. Relevant literature about wildlife programs and research in other states was also reviewed for further insight. Wildlife-related news articles from numerous daily and weekly newspapers in the state were collected and evaluated. This thorough process has yielded quantitative confirmation of the concerns and attitudes the Commission has often heard, and has provided new insight into public concerns and solutions.

The research and public involvement process culminated in an intensive three-day workshop for the Commission, in which we reviewed research findings, analyzed the issues identified by the public, and developed action steps to address these issues. These action steps are the backbone of our plan.

The following findings and responses offer an overview of the Commission's strategies for future action.

Issues & Actions



In this report, the Washington Wildlife Commission presents specific action plans to address the needs of wildlife at the public policy level. The highest priority items each include a schedule for planning and implementation. The remaining actions are also considered vital for a successful overall program and will be integrated into the ten-year plan and into the Wildlife Department's activities as resources are available.

The primary role of the Commission is to establish policy and direction for the Department of Wildlife, and to monitor the agency's implementation of the policies, goals and objectives. Necessarily, most of these actions must be implemented by agency staff, rather than the Commission members. In this report, the Commission provides direction by stating specific objectives and action steps, based on their policies and goals. The director and the agency will be responsible for how the actions are implemented, and the Commission will monitor compliance with policies, goals and objectives.

The following issues and responses offer an overview of the Commission's strategies for future action.

Habitat Protection

Wildlife habitats—the natural surroundings essential to the health and production of wild animals—are slowly vanishing. In all parts of the state, changes in land use are reducing the available space for wildlife. As areas shift from rural to urban, from agricultural to industrial, from wilderness to commercial, the remaining habitats are expected to support more and more of our state's wildlife population, and are frequently stretched beyond their natural capacity.

This constant and gradual destruction is continuing daily, emphasizing the need for immediate action. We must identify the most critical habitats and act before losses become irreversible.

A majority of Washington residents surveyed cite loss of habitat as our state's major wildlife problem. They consider pollution, industry, and development to be important factors in habitat destruction. They strongly support a higher profile for the Wildlife Department in land use decisions, and favor strong consideration for wildlife even when jobs, development or public access may be affected.

Many citizens support direct control or acquisition of critical habitat because they see it as the only sure way to preserve habitat. Others feel that acquisition is too costly and that the Wildlife Department should instead emphasize cooperative programs with landowners to develop habitat. Landowners have indicated that successful cooperative programs must provide high quality, consistent technical assistance and, ideally, some form of compensation for private lands used primarily for wildlife habitat.

In addition to these alternatives for habitat preservation, stronger and more effective Department participation in the environmental review process is critical to minimizing the impact of development and industry on habitat.

Commission Response

The Commission itself will:

- ❖ request increased agency resources and authority for review and approval of hydraulic permits, draft environmental impact statements, and permits issued at all levels of government.

Planning Phase: Winter 1988

Implementation: Spring 1989

Additional Actions:

- ❖ work with the Legislature and Governor to improve interagency sharing of information useful to habitat protection programs, with the agency acting as a clearinghouse for this information.

The Commission will provide direction to the agency to:

- ❖ develop a statewide habitat management program based on a systematic inventory, classification and prioritization system.

Planning Phase: Spring-Summer 1989

Study Phase: Fall 1989-Winter 1990

Recommendations: Summer 1991

- ❖ develop a clearinghouse to increase technical assistance and education to landowners and to strengthen coordination with the Soil Conservation Service, Extension programs, and volunteer groups.

Planning Phase: Summer 1989

Study Phase: Fall 1989-Summer 1990

Implementation: Fall 1990

*...An ecologist must...be the doctor who sees the marks of death
in a community that believes itself well and does not want to be
told otherwise.*

— Aldo Leopold

- ❖ create an interagency forum for ongoing dialogue on environmental permit review, monitoring and enforcement.

Review Phase: Summer-Fall 1989

Evaluation Phase: Fall 1989-Spring 1990

Implementation: Summer 1990

Additional actions:

- ❖ develop guidelines for assessing applications for habitat assistance programs, to assist all willing landowners where significant public wildlife benefit will be realized.
- ❖ direct the agency to review its procedures on mitigation, in order to establish a policy to increase effectiveness in preventing habitat destruction and achieving mitigation when it is unavoidable.
- ❖ work toward a more effective and coordinated agency role in assuring compliance with environmental regulations, requiring a greater commitment of resources, strengthened relationships with other agencies and commissions, and greater assistance to cities and counties in assessing wildlife considerations in their planning and zoning programs.
- ❖ adopt a policy on volunteer programs which achieves cost effectiveness, education to the participant, enhancement to existing programs, and recognition to groups and individuals. The policy will be developed in consultation with staff, current volunteers and potential volunteers.
- ❖ strengthen and monitor programs to develop Conservation Reserve Program land into quality wildlife habitat.



Education

Wildlife education is a broad term covering education about animals, recreational opportunities, department programs and services, and special training. Our telephone survey showed that approximately 12 percent of Washington's citizens participated in wildlife education programs in the past two years. Other organizations provide wildlife education and activities as well. For example, more than half of the state's residents have visited a fish ladder or hatchery in the past two years, and nearly half have been to a wildlife area, refuge or park. Each of these experiences contributes to a greater appreciation of wildlife.

The public considers wildlife education a high priority, with 75 percent of those surveyed identifying education and appreciation of urban wildlife as important missions for the Department of Wildlife, and 92 percent indicating a belief that wildlife experiences are important for children.

Education programs can serve many purposes. By learning more about animals and their needs, people may become more involved when a wildlife habitat is threatened. Programs which address outdoor ethics and hunter education will help change the public's behavior. Learning more about the activities and responsibilities of the Department of Wildlife may increase its visibility and effectiveness. All of these activities ultimately benefit the state's wildlife.

Commission Response

The Commission will provide direction to the agency to:

- ❖ increase emphasis in education programs for sportsmen, school children and the general public, especially on the Department's nongame role and on the importance of environmental ethics.
Planning Phase: Winter 1988-Summer 1989
Implementation: Fall 1989
- ❖ establish itself as a clearinghouse for educational efforts, by collecting and making available educational materials and information on programs provided by the Wildlife Department and other organizations throughout the nation.
Planning Phase: Summer 1989-Spring 1990
Study Phase: Spring-Summer 1990
Implementation: Fall 1990

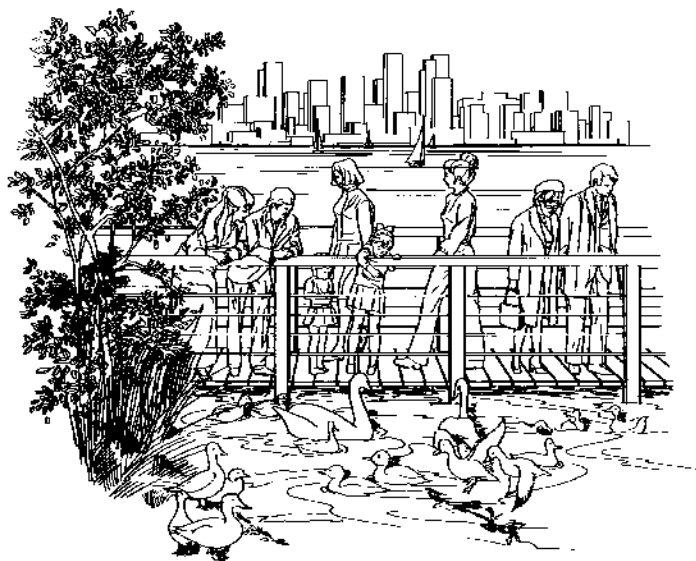
Additional actions:

- ❖ review Information and Education program objectives, in order to establish long-term goals and future activities consistent with Commission and Department goals.
- ❖ prepare a Department-wide, proactive information plan, addressing such topics as better information on regulations and mapping, staff training needs, use of media, deficiencies in existing materials, an attractive and consistent graphic identity, a guide to department services and programs, use of videos, and a weekly television program.

*...to the young mind everything is individual, stands by itself.... Later,
remote things cohere and flower out from one stem.*

— Emerson

- ❖ spearhead a coordinated wildlife education plan, to be developed with other relevant agencies and private organizations, incorporating basic wildlife principles and environmental concepts in school and organizational educational curriculums.
- ❖ support and encourage the expansion of programs such as Project WILD, for extracurricular school activities as well as classroom use, and for use by wildlife organizations.
- ❖ establish an information hotline to refer callers reporting injured animals to appropriate organizations for assistance.



Wildlife Management

Many of Washington's wildlife species are declining and their habitat is rapidly disappearing. Our survey shows that most residents recognize this decline, and attribute it to pollution, industrial development and urban growth. Most also believe human intervention is needed to maintain healthy animal populations.

Opinions vary on how this human intervention should occur. Many feel that management is currently biased toward game species, and would like to see a better balance between game and nongame management. A sweeping majority of those questioned (93%) feel that protection of endangered species should be a primary role of the Department of Wildlife.

The principle interest of many fishing organizations is quality fishing, with a special interest in increasing wild fish runs. However, these groups and the fishing public realize that hatcheries play a very important role in meeting the needs of the recreational angler. The role of game farms in a comprehensive wildlife management plan is more controversial.

Many hunters at the workshops commented that management of quality deer and elk populations should be a priority for the Department. These individuals also recognize that protection of the total ecology requires balanced management of game and nongame species.

Wildlife managers are faced with the challenge of maintaining healthy populations of all species while continuing to provide hunting and fishing opportunities, managing hatcheries, overseeing wildlife areas and protecting habitat.

Commission Response

The Commission itself will:

- ❖ establish a policy concerning game ranches and develop necessary regulations, following thorough review and public input. The policy will be based on an agency assessment of the role of game ranches in terms of cost effectiveness, maximized recreational opportunities and impact on existing wildlife populations, including a pilot study.

Planning Phase:	Spring-Summer 1989
Study Phase:	Summer 1989-Spring 1991
Review:	Summer 1991

- ❖ actively support, promote, and/or endorse non-Departmental wildlife programs, following review of the legal limitations on doing so.

Review Phase:	Winter 1988
Implementation:	Spring 1989

Additional actions:

- ❖ re-evaluate the policy regarding game farms, based on an agency assessment of their cost effectiveness and effects on recreational opportunities.
- ❖ review limitations and recommend changes in the Department's statutory and regulatory authority to actively protect endangered species, in order to develop a leadership position in species protection.
- ❖ publish and publicize an annual "report card" on the status of endangered and threatened species, based on an annual report prepared by agency staff.

We need the tonic of wilderness, ... we can never have enough of nature.

— Henry David Thoreau

- ❖ review agency policy, criteria and considerations regarding the introduction of exotic species.

The Commission will provide direction to the agency to:

- ❖ conduct a comprehensive statewide basin-by-basin inventory and classification study of fishable waters to identify long-term management goals.

Planning Phase:	Spring-Fall 1989
Study Phase:	Fall 1989-Fall 1990
Review:	Spring 1991
- ❖ conduct a hunter user survey to identify practices and needs of hunters.

Planning Phase:	Summer-Fall 1989
Study Phase:	Fall 1989 - Fall 1990
Recommendations:	Spring 1991

Additional Actions:

- ❖ develop procedures to improve the coordination of individual species management plans, including working with other agencies.
- ❖ develop an improvement proposal for state hatcheries, based upon an analysis of successful fish species, stream and lake management plans, and other necessary research.
- ❖ assess biological communities not currently addressed by wildlife management plans.
- ❖ research the impact on wildlife populations resulting from management regulations designed to increase high-quality deer and elk hunting.

Wildlife-Related Recreation

Wildlife activities are important to Washington residents. Our survey shows that three out of four citizens participate in some wildlife-related recreation activity. These include fishing (40% of the population), hunting (15%), and nonconsumptive activities such as camping (52%), hiking (38%), bird-feeding (38%) and photographing wildlife (20%). As the state's urban population continues to grow, the participation rates for nonconsumptive activities are likely to increase.

All wildlife enthusiasts are concerned about the state's ability to provide recreational opportunities while ensuring the health of our wildlife. Our workshops and interviews with both nonconsumptive and consumptive users identified many common concerns. Both groups want to see poaching and other illegal wildlife activities controlled. They also share concerns about overcrowding of wild areas, public access to recreation areas, property damage, and safety problems caused by the inexperienced and uneducated who behave inappropriately or irresponsibly.

Although users of Washington's wildlife share many common goals, they also have unique concerns which must be addressed. The Wildlife Commission recognizes that it must balance the diverse needs of these user groups. Wildlife recreation teaches responsible behavior, demonstrating how one's activities affect others. The Commission will champion these opportunities for everyone. Consumptive users have long been involved in the activities of the Commission; the nonconsumptive user is now being encouraged to participate in planning for the future of our state's wildlife as well.

Commission Response

The Commission itself will:

- ❖ prepare an assessment and recommendations concerning fees for hunting and fishing licenses.

Study/Public Involvement:	Spring 1989
Recommendations:	Summer 1989

Additional actions:

- ❖ consider expanding hunter education requirements to all first-time buyers of hunting licenses.
- ❖ encourage the education of judges and other public officials about the consequences of illegal wildlife activities, through the development of fact sheets and through coordination with local groups committed to judicial education.

The Commission will provide direction to the agency to:

- ❖ study the needs of nonconsumptive users and develop appropriate programs and services.

Planning Phase:	Summer-Winter 1989
Evaluation Phase:	Winter 1989-Winter 1990
Recommendations:	Summer 1991

I have laid aside business, a-gone a-fishing.
— Izaak Walton

- ❖ investigate the scope and extent of illegal harvest and its effect on wildlife populations. Using this information, the Commission will identify long-term program needs, compliance targets and/or enforcement goals.

Planning Phase: Spring-Winter 1989
Study Phase: Winter 1989-Winter 1990
Recommendations: Summer 1991

- ❖ plan for increasing wildlife recreation activities of all types in urban areas, increasing awareness of the resource and encouraging a better understanding and appreciation of environmental ethics.

Pre-planning Phase: Spring-Fall 1989
Planning Phase: Winter 1989 - Winter 1990
Recommendations: Spring 1991

Additional actions:

- ❖ emphasize education programs promoting outdoor ethics and environmental education.
- ❖ identify and analyze areas where wildlife would benefit from regulation of nonconsumptive activities, and establish appropriate regulations.



Cooperative Wildlife Management

The Wildlife Department controls only a small amount of land. Both public and private landowners make land use decisions daily which have critical impacts on wildlife. For successful wildlife management, cooperation among private landowners, government agencies, tribal administrations and recreational users is crucial.

Currently, many private landowners do not have a favorable opinion of government agencies as landowners, seeing them as uncooperative and unresponsive. They see crop damage caused by wildlife as a major problem, and many landowners consider the current compensation program unsatisfactory.

Many private landowners are closing their property to open hunting because of damage caused by hunters in the past. Since the state requires that lands be kept open to hunting if landowners receive habitat development assistance, owners may choose not to develop or preserve habitat rather than allow hunting. Everyone loses in this scenario.

Many people at our workshops felt that habitat is more important than access, and that the agency should not focus habitat development efforts on lands open to hunting. Yet some sportsmen disagree, and prefer that funds be directed specifically to improved opportunities for hunting.

Most citizens feel that the Department of Wildlife should take an active role in influencing land use decisions to preserve habitat. Increased coordination with other agencies to avoid duplication of effort or missed opportunities is also considered important.

Commission Response

The Commission itself will:

- ❖ host an annual conference to define and produce an action plan for wildlife and establish open lines of communication between the Department and other agencies whose decisions affect wildlife.
Planning Phase: Winter 1989-Summer 1989
Implementation: Fall 1989
- ❖ provide Commission members with training in negotiation and conflict resolution, and encourage agency staff to have the same training, to enhance working relationships with private landowners.
Implementation: Summer 1989
- ❖ promote agreements and cooperative efforts among agencies and tribes for the mutual benefit of wildlife, wildlife recreation, and tribal cultural needs, and support the development of programs to educate the public about tribal wildlife issues.
Implementation: Fall 1988

Additional actions:

- ❖ host annual workshops with leaders of landowner organizations to discuss mutual concerns and issues.
- ❖ encourage and assist the agency in establishing working committees on the regional level to discuss and exchange information on major land use issues and projects in a timely matter.
- ❖ develop a recognition program for groups, organizations, and government agencies which make outstanding contributions to wildlife.

If, in our haste to "progress," the economics of ecology are disregarded by citizens and policy makers alike, the result will be an ugly America.

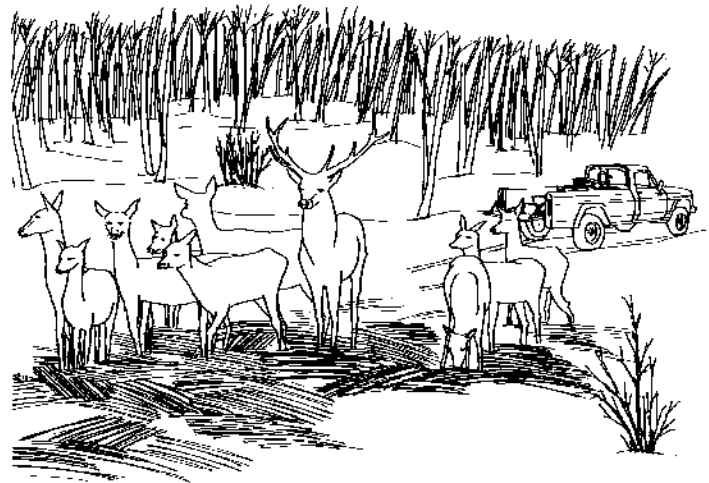
— Stewart Udall

The Commission will provide direction to the agency to:

- ❖ establish an information clearinghouse for wildlife activities such as conferences, workshops and classes throughout the state.
 Planning Phase: Winter 1988
 Implementation: Spring 1989
- ❖ analyze a range of incentive programs designed to improve relationships with private landowners, while maximizing habitat development and recreation opportunities.
 Planning Phase: Fall 1988-Fall 1989
 Recommendations: Spring 1990

Additional actions:

- ❖ analyze a range of incentive programs designed to improve relationships with private landowners, while maximizing habitat development and recreation opportunities.
- ❖ investigate the need for a fee access program combined with a habitat improvement program.
- ❖ assess Department-owned lands to identify current management practices, assess the condition of the habitat, and evaluate the properties' impact on neighboring lands.



The Department

The Wildlife Department is charged with two different, yet related, responsibilities: the development and protection of wildlife and the provision of maximum wildlife-oriented recreational opportunities.

Interviews with Department staff and with opinion leaders identified key issues for the Commission and the agency to address. Lack of resources is a continuing concern of all groups. But concerns go beyond this. Although virtually everyone feels more money is needed, it is not seen as a panacea for all problems. Other priorities include the need for strong management skills and an effective organizational structure providing consistent policy direction throughout the state.

The staff is the Department's most valuable resource. Wildlife Department staff members are respected by both sports and environmental groups for their knowledge and dedication to protecting wildlife. The Commission and Department must capitalize on this resource by raising morale and encouraging professional development opportunities for staff.

Most opinion leaders interviewed see the Commission as the primary link between the public, the agency, the governor and the legislature. Although many comment that the public input process has improved, some think further improvements are needed to be pro-active in reaching out to a broader constituency.

Commission Response

The Commission will:

- ◆ develop a 10-year plan for wildlife and related recreation in Washington.

Pre-planning Phase:	Fall 1988
Planning Phase:	Winter-Summer 1989
Adoption:	Fall 1989
- ◆ develop procedures and a schedule for periodic review and assessment of the Department's policies, goals and objectives. This includes a letter of understanding with the director regarding communication, measurable objectives, and tracking budget and expenditures.

Planning Phase:	Fall 1988
Implementation:	Winter 1989
- ◆ publish and widely publicize an annual report to the public on the state of wildlife and wildlife-related recreation, emphasizing successes and problems needing immediate action.

Planning Phase:	Summer 1989
Implementation:	Fall 1989
- ◆ develop a community relations plan to involve a broader constituency in Commission decisions and agency programs.

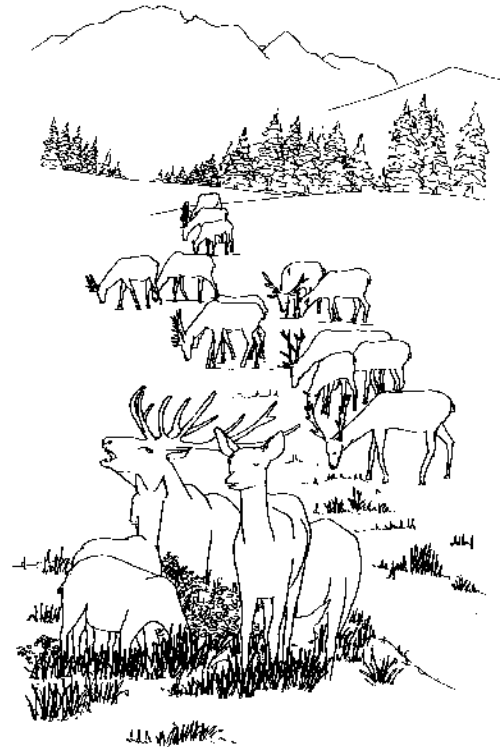
Planning Phase:	Fall-Winter 1989
Implementation:	Spring 1989
- ◆ increase coordination and visibility by improving notice of Commission meetings and agendas to legislators, agencies and organizations.

Implementation:	Fall 1988
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To affect the quality of the day, that is the highest of the arts.
— Henry David Thoreau

Additional actions:

- ❖ develop a public involvement plan and procedures to optimize effective public input into decision-making.
- ❖ actively encourage staff professionalism through the development of opportunities for publication of research, research coordination with universities and other agencies, and the development of a research library.



Funding Plan

Funding is a critical concern for the Wildlife Department. It is a priority not only for the Commission, agency managers and staff, but for legislators and for sports and environmental groups—everyone who is concerned about the resource. Securing a stable and equitable funding base is vital to fulfilling the wildlife vision.

We are pursuing increased efficiency and innovative methods to reduce revenue needs. But all indications—from both citizens and technical sources—tell us that more funds are needed to adequately meet the increasing needs of wildlife. As environmental stresses grow, we have a “window of opportunity,” a chance to preserve prime habitat and enhance wildlife.

While three-quarters of Washington residents enjoy wildlife-related recreation, over 80 percent of Department funds come from fees paid by hunting and fishing enthusiasts. Just as threats to habitat and demands for expanded wildlife activities increase, these funds are declining.

Developing a stable and equitable funding base depends on establishing a balance between the needs of the general public and the needs of traditional and non-traditional users of wildlife. Many nonconsumptive users told us that funding should be a shared responsibility, not borne by one user group. New and innovative revenue sources are essential.

A larger issue is the responsibility of all of Washington's citizens for our wildlife. Wildlife enhances the quality of life for all residents. It supports and enhances recreation, such as fishing, hiking, hunting and birdwatching. It provides aesthetic enjoyment, even for urban apartment dwellers watching songbirds.

Wildlife and its related recreation activities are a vital component of Washington's economy, generating over \$330,000,000 in state and local taxes. It yields major economic benefits for both rural and urban parts of the state.

Our telephone survey and a review of news articles confirm people's interest in wild animals—seeing them, studying them, enabling them to survive. A majority feel that everyone should help share the costs.

Our citizens also recognize that wildlife in our state is in danger from increasing threats to habitat. Survey respondents see development and industry as partially responsible and think these groups should pay mitigation fees or special taxes to fund wildlife programs. The public strongly supports the agency's role in land use decisions and environmental review.

What aspects of the Wildlife Department's programs are “basic,” benefiting the state as whole? Which are primarily for particular groups of users, such as hunters, anglers or program participants? The answers to these questions will form the basis for stable long-term funding.

To address these issues, the Commission is pursuing a three-pronged funding plan: alternatives to increased revenue, immediate funding measures, and long-term funding options.

The first step in securing funding will be the Commission's and the agency's assessment and implementation of programs to stretch resources and reduce the need for additional revenue. They will, for example:

- evaluate major department activities and certain specific projects for their cost effectiveness in benefiting wildlife and wildlife recreation
- assess the agency's spending priorities in relation to the Commission's long-range goals and objectives, to assure strong direction and avoid wasted efforts

*...The ecologist cannot remain a voice crying in the wilderness,
if he is to be heard and understood.*

— M. W. Holdgate

- formally coordinate volunteer programs, to increase the participation and effectiveness of the many groups who are eager to assist with habitat rehabilitation and data gathering
- analyze innovative management methods such as game ranching, to potentially enhance recreational opportunities
- coordinate educational activities with other agencies and organizations to avoid duplication and increase effectiveness
- identify and evaluate potential federal funds and pursue those which will further the Department's goals.

The second aspect of funding is to prepare, with the agency, a package of short-term funding options for presentation to the Legislature in 1989. The options now being studied are:

- a harvest fee collected from successful hunters, allowing those who benefit most directly from our wildlife to pay more. Revenue could be dedicated specifically to habitat preservation and restoration.
- legal authorization to hold raffles for big game permits
- clear authorization to produce revenue from the sale of department items such as duck stamp pins or publications
- a renewed marketing effort to establish the conservation stamp as a significant source of revenue from non-consumptive users
- devices such as fish food machines at hatcheries and other appropriate locations, to produce revenue and to involve the public.

The third component of the funding plan is to identify and develop strong support for long-term funding options that will be stable and equitable to both users and non-users. The first step is to identify the basic or "baseline" programs. These are the activities necessary to maintain healthy wildlife populations, such as environmental review and general information and education programs. These benefit all citizens, not only specific user groups. The Commission feels strongly that this baseline of wildlife support is the responsibility of all the people of the state, and everyone should share fairly in the funding. Statewide funding will be pursued for these baseline activities.

The next step in identifying long-term funding sources is to establish a task force of business representatives, government agencies, landowners, environmental and sports groups and foundation representatives to investigate both public and private funding alternatives. The task force will be selected in late 1988, beginning its work by spring of 1989 and producing recommendations the following year. The Commission will work closely with the task force and will present its final recommendations in the form of concrete funding proposals to the Legislature in 1991.

Examples of funding methods to be examined are: private donation programs; bond sales; a recreation vehicle tax; cooperative funding of habitat projects and land acquisition; charges for tours, presentations, and education programs; and fees for use of some Department-owned lands for purposes such as camping.

Trends and Status of Our State's Wildlife

The actions presented in this report are best considered in the context of the overall trends affecting our population and our land. The following review of these trends illustrates the significant changes that have occurred and the importance of the Commission and the Department planning for future changes.

Washington has experienced a long period of rapid growth, with its population increasing 22 percent in the 1970's—twice the national rate. By the year 2000, 5,250,000 people will live here, about 685,000 more than today.

With the smallest land area of any western state, Washington has the second largest population. Western Washington has 140 people per square mile, almost equalling California's 160. Projected growth will increase our state-wide density from 69 persons per square mile to 80 by the year 2000.

More than 80 percent live in urban areas. The most rapid growth has occurred in areas surrounding cities and in small towns, filling rural land. Growth is expected to continue in small to intermediate towns and around large cities, modifying habitat and reducing wildlife.

Urbanization also affects participation in recreational activities. Urban dwellers tend to be more isolated from wildlife and thus less aware of and less knowledgeable about animals. They must travel farther to hunt or fish, and the closest places are often crowded. Numerous other activities compete for their attention closer to home.

Our population is also growing older, with the number and percentage of those over 65 increasing. "Baby boomers" are now entering their forties and turning to less strenuous activities. These facts were confirmed by our telephone survey which indicated sharp declines in outdoor activities for those over 60 and definite changes in preferences for those over forty.

Average household size is decreasing, with single-parent families on the rise.

Most such families are headed by women, who generally have less inclination, time, knowledge or income to teach their children outdoor skills.

These demographic trends significantly affect the type, frequency and location of wildlife recreation activities Washingtonians pursue, as well as how the Department can meet their needs. Appreciative uses such as visiting zoos, fish hatcheries, wildlife parks and urban interpretive centers are becoming more popular. Our telephone survey strongly demonstrated the popularity of these activities.

Given the changes described above, it is not surprising that sales of hunting and fishing licenses declined significantly after 1980, following twenty years of continued growth. Over the last three years fishing license sales have resumed a gradual increase, but the decline in hunting licenses has stopped only recently. Nationally, hunting license sales have declined 6 percent since 1981, while Washington has seen a 27 percent decline.

The Department conducted a detailed study to identify both short- and long-term factors causing these changes. Many of the short-term factors were found to be beyond the control of the Department, occurring too suddenly or irregularly for effective planning to be done. These include the state economy, the price and availability of gasoline, and reductions in animal populations caused by weather conditions. Other factors are more controllable but are unavoidable, such as shortened seasons, the price of licenses, and wildlife management changes which make hunting or fishing less convenient or potentially less rewarding.

Long-term factors must be integrated into the Department's long-term plan. These include: increasing population density and urbanization; loss of habitat and the resulting loss of wildlife; reduced access for recreation; longer travel distances; crowded hunting and fishing areas; changing lifestyles, social values and family structures; competition from urban recreation opportunities; an aging population; the loss of rural jobs, the increasing complexity of wildlife and fisheries management and regulation; and a growing fear of firearms.

Trends in the Status of Wildlife and Habitat

Another crucial planning consideration is the current status of wildlife and habitat in our state. This summary briefly describes how Washington got to this point and the current status of several major species. This discussion provides an indication of the task we face in reversing these trends.

During the first third of this century, many wildlife populations, especially big game and waterfowl, were decimated by subsistence hunters and commercial hunters. By the 1930's the situation had become critical, leading to an initiative effort which established the Washington Department of Game.

Graduates of college fish and wildlife management programs began to use professional skills and scientific research to manage the resource. By establishing seasons, bag limits and gear restrictions, wildlife populations increased. Many species reached their peak in the middle years of this century.

However, industry and population growth began to make their mark. Logging provided clearings and new growth for deer and elk, but was highly detrimental to streams, riparian areas, and old growth-dependent species. Irrigated agriculture provided good habitat for upland birds and waterfowl, but damaged streams, riparian areas and sagebrush/grasslands. Orchards expanded onto big game winter range. Streams and wetlands throughout the state were drained, channelized, filled and altered. Dams for electric power, flood control, navigation, water supplies and irrigation eliminated or reduced anadromous fish runs and critical lowland and riparian habitats. Cities, roads and recreational developments moved people into formerly productive wildlife habitats. Extensive use of persistent pesticides caused chemical build-ups in the food chain, endangering some species.

The effects of these factors began to show acutely in the 1970's and 80's. The first big blow was the severe winter of 1968-69, when heavy snows and cold decimated large and small wildlife alike. With habitats deteriorating, animals were less able

to survive severe weather. Big game populations recovered slowly from this stress.

World demand stimulated rapid timber harvest. Low elevation timber was exhausted and cutting pushed into higher elevations, impacting both terrestrial and aquatic habitats. As old growth was liquidated, big game cover was eliminated, reducing old growth-dependent species to seriously low levels. Extensive logging road networks provided too easy access for both legal hunter and poacher. Agriculture expanded into new areas, eliminating big game winter range and native grasslands. Most rivers were dammed, channelized or diverted in some way. Urban growth expanded with new roads reaching into most untouched areas.

The increasing human population also provided a large demand for hunting and fishing. By 1980, Washington had the most crowded hunting conditions of any western state, with 5.4 hunters per square mile. Washington also had the second highest number of fresh water anglers. The agency responded to these problems by reducing trout limits and with resource allocation policies and regulations requiring hunters to choose weapons and hunting areas.

Because of declining habitat and increasing population, fishing and hunting are not as good as they were several decades ago. Several nongame species are endangered or threatened and of major concern to the department.

Despite these severe losses, Washington continues to provide some excellent recreational opportunities. We have the best bald eagle watching in the nation. Peregrine falcons seem to be recovering. Resident waterfowl populations are good. Chukars appear to be staging a comeback after three winters of depressed populations. Pygmy rabbits have been located for the first time in many years. The following group by group analysis highlights the status of several significant species.

Big Game

Black-tailed deer and westside elk still offer reasonable hunting opportunities in western Washington, although their numbers are down from historic highs. Urban encroachment on high-productivity lowland habitat and shortened logging cycles limit potential production. Liquidation of old growth timber reduces important cover. Fee access programs could affect these animals. Fees would reduce hunting but landowner-initiated habitat improvements could increase populations and hunting.

Mule deer have the poorest prognosis of any deer or elk. Agricultural expansion and recreational and housing developments are eliminating critical winter range, especially in Okanogan and Chelan counties. The future of mule deer depends on land management practices on both summer and winter range and in migration corridors. The proposed Early Winters ski resort could have a dramatic negative impact. Secondary development of residential and commercial areas may eliminate most winter range and migration routes in the area.

Eastside elk are in good condition at this time, although they are slowly losing ground to continuing urban and agricultural development on their winter range. Their future depends on the department's ability to maintain expensive winter feed and fencing programs and to protect remaining winter range.

Cougar, moose, mountain goat, and big horn sheep exist in small to moderate numbers, restricted to limited specialized habitats. Hunting is strictly controlled at low levels by permit only. Their future will be determined by the department's ability to maintain quality habitat and to control the effects of logging, road construction and poaching.

Upland Birds

Pheasant, quail and huns are dependent on agricultural practices in eastern Washington for suitable habitat. Initially, irrigated agriculture provided a boon to these birds. Since the 1960's, however, intensive "clean" farming techniques and the trend away from row crops have reduced habitat and populations. Severe weather in three recent winters reduced populations and they are still recovering. Increased restrictions on access to private lands are reducing hunting opportunity.

Waterfowl

Resident waterfowl production is reasonably good but it depends on our ability to protect habitat, especially wetlands. Production of migratory waterfowl in Canada and Alaska has been poor due to habitat loss and drought. Seasons and bag limits have been reduced in response. As with upland birds, restricted access to private lands is reducing hunting opportunity.

Endangered Species

Of the nineteen species classified or proposed for state endangered status, twelve appear to be recovering, three are stable and two, the spotted owl and the leather-back turtle, continue to decline. Management efforts are aiding recovery of peregrine falcon and woodland caribou.

Most endangered species were reduced in number through a combination of loss of critical habitat, market hunting or predator control years ago, or extensive use of persistent pesticides. Some are beginning to recover due to habitat improvements, reintroduction, and a permanent ban on persistent pesticides in 1972.

Threatened Species

Thirteen species are listed or proposed for state threatened status. Most are threatened by severe habitat destruction, human disturbance and pesticides. Seven continue to decline and may become endangered, and six appear to be stable at this time. Only one, the bald eagle, appears to be recovering.

Sensitive Species

Thirty-eight species are listed by the state as sensitive. Most have declined from much higher numbers or are restricted to limited habitats. Two appear to be improving, nineteen are thought to be stable, and sixteen seem to be declining.

Lowland Lakes Trout

Most trout fishing in lowland lakes is provided by artificial production in hatcheries. This program is extremely popular; demand has increased for the last three years. Demand is expected to continue to increase and could be met with more hatchery production and additional access.

Warmwater Fish

Most warmwater fish were introduced to Washington from the eastern United States, and do well only where summer water temperatures are high enough to stimulate reproduction and rapid growth. Fishing demand for these species is increasing and could be further stimulated through more direct management, more access and construction of a warmwater hatchery.

Resident Streams and Beaver Ponds

Wild fish populations are beginning to improve as a result of recent restrictive fishing regulations which reduced harvest to more sustainable levels. Populations and fishing will continue to increase if people support and abide by these regulations. Additional information is needed on all river basins to improve management effectiveness.

Alpine Lakes

Most alpine lake fisheries are maintained by aerial fry plants. Some improvements are possible with increased management.

Steelhead

Steelhead populations vary by watershed. Compliance with fishing regulations and meeting escapement goals are key to maintaining or increasing populations. Much habitat has been lost to dam construction and operation, water diversion, channelization and other stream alterations. Additional fish could be provided with more hatchery production.

Searun Cutthroat and Dolly Varden Trout

Little is known about these species, and additional research is needed for more effective management. Restrictive fishing regulations seem to be maintaining populations.

Findings from Research and Public Involvement

Information from the major sources used in developing this plan is summarized briefly here. Additional detail is available from the Director of the Department of Wildlife, 600 North Capitol Way, Olympia, WA 98504.

The Telephone Survey

The primary purpose of the telephone survey was to reach out to the general populace—people who are not necessarily directly involved with wildlife, but who should have a role in appreciating, protecting and supporting the resource.

Market Trends, Inc., a Bellevue research firm, interviewed 1,016 people, selected randomly by telephone number. Each area of the state was sampled proportionately, based on population. The survey's reliability is 97 percent, meaning that if the survey were repeated one hundred times, the results would vary by no more than three percent.

Some notable findings of the survey are:

- Outdoor recreation is very popular in Washington. Over half of the respondents have gone camping in the last two years and one-third have been hiking.
- In the last two years, 39 percent of Washingtonians have fished in fresh water, and 15 percent have hunted. Watching and feeding birds is popular with over a third of our residents.
- Passive activities that expose people, especially children, to wildlife are favored even more highly: 77 percent enjoy wildlife programs on television, and over one-half visit zoos or aquariums. Over 90 percent feel that wildlife experiences are important for children.

- 88 percent of anglers and 84 percent of hunters report generally good experiences with these activities.
- Frequency of participation in hunting and fishing appears to be declining; nearly half say they participate less than they used to, primarily due to lack of time.
- Outdoor ethics is important to the public, with 89 percent supporting stiffer fines for poaching and for littering.
- Over half think wildlife habitat should be preserved even if jobs, public access or development are affected.
- The public sees pollution, industry and development as the major threats to wildlife in Washington. Habitat loss and pollution are considered the state's major wildlife problems.
- Hunting for wildlife management purposes or for food is condoned by a majority, but other reasons for hunting receive less support. Forty-three percent agree that our hunting tradition should be maintained, while 33 percent disagree.
- Respondents gave a strong mandate to the department's current activities, especially protection of endangered species, wildlife education, hunting/fishing regulation and land purchases.
- About 20 percent had had direct contact with the department, primarily through license checks, asking for information, or by reporting poaching or injured animals. Hatcheries, wildlife refuges and education programs proved to be especially popular department activities.

*No one is wrong. At most someone is uninformed.
If I think a man is wrong, either I am unaware of something, or he is. So unless I
want to play a superiority game I had best find out what he is looking at.*
— Hugh Prather

- About half feel that everyone should support wildlife financially. The heaviest support for increasing revenue was for taxes on industries that destroy habitat and for development mitigation fees, with 77 percent support. State lottery proceeds (77%), recreation vehicle tax (57%), recreation user fees (54%) and general fund revenues (53%) also received significant backing.

Public Workshops

The Commission held a series of public workshops to consult with interested sportsmen, environmentalists and other concerned citizens, to get their opinions on what the state's wildlife priorities should be. These meetings were not public hearings or formal meetings, but workshops providing the opportunity to discuss concerns, hear other viewpoints and express opinions and priorities. Following a general description of the Commission and its planning process, facilitators led small groups in discussing wildlife education, habitat, fish and wildlife management, enforcement and access.

Workshops were held in Bellingham, Fife, Vancouver, Kennewick, Wenatchee and Spokane. Meeting notices were sent to more than 400 sports and environmental organizations as well as to virtually every newspaper, television and radio station in the state. Press coverage was very good in the workshop cities, with a significant amount of coverage on local radio stations and newspapers. Commissioners participated in radio interviews in each city, and made presentations to local service clubs to increase visibility.

Attendance was good, with a total of 224 people at the six meetings. Most were affiliated with sports organizations and had extensive hunting and fishing experience. Environmental groups were also well represented at most of the meetings.

At the end of each workshop, participants voted for their priorities. Overall, habitat was the highest priority, by a strong margin, followed by education. Fish and wildlife management was the third priority.

Habitat preservation and restoration brings together hunters, anglers and non-consumptive users. Three major concerns were expressed repeatedly: the need to control the continuing degradation of habitat by development and industry; the need for the department to maintain its own lands properly; and the importance of assisting landowners in maintaining habitat wherever possible.

Education was seen as crucial because the key to wildlife's survival is in teaching others to appreciate and use the resource properly and to actively support it. Many saw education as the major weapon in improving outdoor ethics and developing environmental stewardship among both users and non-users. Education of users was especially important to workshop participants, particularly clear communication about complex regulations and the reasons behind them. Hunter education was also a high priority, with many suggesting that it should be required for all first-time license buyers. However, teaching of skills was seen as primarily the responsibility of sports organizations rather than the department. Many suggested that education programs offered by the department, other government agencies and private organizations be coordinated to maximize effectiveness and prevent unnecessary duplication. While some suggested that the schools themselves take a greater role, others were leery of the content of school programs.

Fish and wildlife management was heavily debated by those most concerned with these activities. Many anglers favored increased emphasis on restoring and maintaining wild fish populations, while many hunters urged increased management for trophy animals. However, few people wanted reductions in opportunities for catching hatchery fish or non-trophy deer and elk, since they realize their importance to many people. Most hunters at the workshops felt that "hunting" should be encouraged over "shooting."

Access was considered a major problem because private landowners, and some public landowners, are increasingly closing their lands to open hunting. Access across private property for fishing is also a growing problem. Many urged strong measures or incentives to prevent land closures, such as regulations, tax incentives or payments to landowners.

Enforcement is a perennial concern, with frequent complaints that the lack of agents result in high levels of poaching and other illegal activities. The complexity of hunting and fishing regulations was criticized as well. Many feel the regulations are impossible to understand, especially with the information materials available, placing people unfairly at risk of violations without any intent to do so. Another very frequent comment was that judges assess very light penalties for poaching so there is little incentive to stop doing it.

Opinion Leader Interviews

Thirty-five opinion leaders were interviewed, representing sports and environmental organizations, the legislature, and state and federal agencies involved with the Wildlife Department. These interviews aimed to identify individual and group attitudes toward the Department and the Commission, and to solicit suggestions for improvement.

Legislators emphasized their belief that the Commission can be influential in wildlife decisions if it chooses to take a leadership role. It is important to broaden the constituency and include all groups in the discussion, addressing both recreational and environmental concerns. They also see a need for increased planning and coordination between the Commission, the agency and other state natural resource agencies. Combined with this is the need for increased accountability, efficient use of funds, and the consideration of innovative funding sources to reduce dependence on license fees and the general fund.

Considerable agreement was found among leaders of sports and environmental groups. The department is generally felt to be doing a creditable job, but improvement is clearly needed. Most agreed that additional funds are needed to enhance habitat and provide necessary programs.

The majority saw policy-setting for the department as the major role of the Commission, along with acting as a liaison between the public and the agency, the governor and the legislature. The Commission's role in gaining support for wildlife with the legislature and with coalitions throughout the state was also seen as crucial.

The Commission is generally seen as a body that should exert the strong leadership and policy direction the department needs to enhance wildlife effectively.

Most groups agree that a balance of game and non-game efforts is needed. The main controversy is that sports groups feel that they should not be responsible for funding all these activities—some are the responsibility of the people of the state as a whole or of non-consumptive users. Environmentalists agree with this view that all should share responsibility.

Many mentioned volunteer programs as a way to involve people and improve habitat. Another way to stretch habitat dollars would be to work cooperatively with landowners in developing habitat programs. Improved landowner compensation programs are also supported, along with wildlife management efforts to control damage.

Environmental leaders feel the department is making a clear effort to broaden its activities, although they still see too much bias toward game. They feel the general population and members of environmentalist organizations need to become more involved in department activities and decision-making.

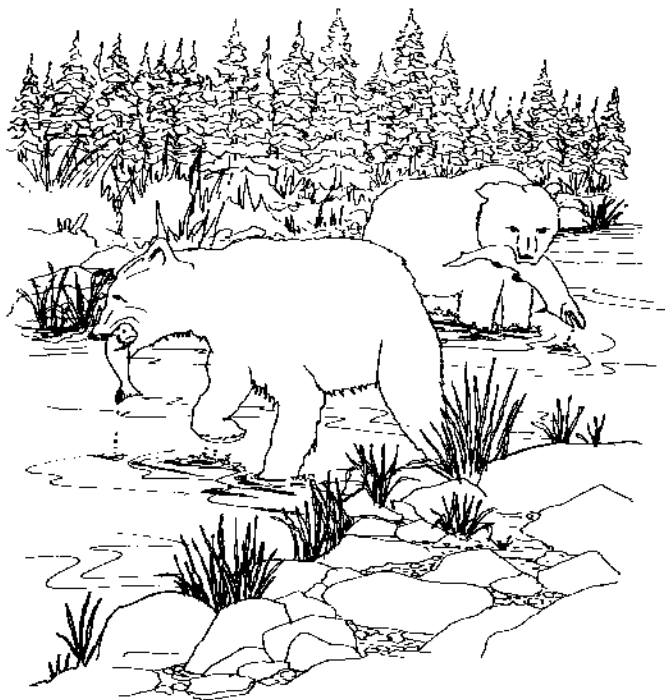
Landowners continue to be suspicious of the department, with a complicated set of concerns: crop damage, hydraulics permits, damage by hunters, maintenance of department lands, endangered species, the need for technical assistance in developing habitat, and the desire for compensation for what they provide for wildlife and hunters.

State and federal agencies noted that relations with the Department are generally good. They are not very aware of the Commission and its potential as a force in wildlife and environmental concerns that affect all natural resource areas.

Thirty-six staff were also interviewed in this process. The primary focus was on public involvement and education efforts, collecting material for future planning. Other issues such as the role of the Commission and ideas for improvement in the Department were also discussed. Interviewees included top management and staff in Olympia, the regional managers, and supervisors and field staff in each region.

The major finding was a desire at all levels for stronger policy direction--long-term consistent policy. Staff see the new director and the Commission as the ones to provide this leadership. They also see the Commission as an important link with the public.

A major feeling among the staff is the lack of resources; they feel they are constantly hampered in their mission by lack of staff and money for programs. Staff often feel that the demands on them are so great that they cannot respond to the public as well as they should.



Profiles

The Washington Wildlife Commission

Dr. James Walton, Chairman, was appointed to the Commission in 1985. Since 1980 he has directed the Fisheries Technology Program at Peninsula College in Port Angeles. He previously worked as a fisheries biologist for the state. Jim is currently a member of the Department of Natural Resources Commission on Old-Growth Timber.

Norman Richardson, a resident of Yakima since 1932, was first appointed to the Commission in 1977. He owns a trucking company and mobile home park in Yakima. A long-time member of the Yakima Valley Sportsmen's Association, he served as chairman of the Washington State Sportsmen's Council before his Commission appointment. He has also been active in Ducks Unlimited, Trout Unlimited, the Washington Environmental Council, and the River of No Return Wilderness Council.

Dennis Barci, a life-long Everett resident and businessman, became a commissioner in 1985. Dennis has served as president of the Washington chapter of the National Wild Turkey Federation. He was treasurer of the Coalition for Washington's Fish and Wildlife, formed in 1980 to help educate the public about the value to the state's fish and wildlife resources and to identify funding sources. He previously served on the advisory committee for the Department's Project WILD school education program. Dennis' outdoor interests include hunting wild turkey and upland birds, bird-watching and nature photography.

John McGlenn, of Bellevue, was appointed to the Commission in June 1987. John is a principal of a Seattle-based engineering firm. He is an avid hunter and fisherman, and has been active in organized sports clubs and conservation efforts since 1975. As Chairman of the Citizens for Wildlife, he led the signature drive for Initiative 90 petitions which resulted in putting the initiative before the 1986 legislature. His numerous awards include the 1986 Outstanding Citizen Wildlife Award from the Western Association of Fish and Wildlife Agencies.

Terry Karro, a commission member since 1985, is an attorney in Twisp. Terry is a native of Montana and a graduate of Gonzaga University Law School. An avid big game hunter, she also enjoys fishing, backpacking and horseback riding. She has also been active in local education activities in the Methow Valley and belongs to Washington Women Lawyers and the Inland Northwest Wildlife Council.

Nat Washington is a native of Coulee City who now practices law in Ephrata. He represented the Grant County area in the state Legislature for more than thirty years, beginning in 1949. While in the Senate, he chaired the Ecology Committee and the pollution control and shoreline hearings boards. He is an avid fisherman and manages 2,500 acres of family land near Coulee City.